

From: [Hayes, Mark](#)
To: [David Vansoest](#)
Subject: Fw: Tier II
Date: Thursday, April 25, 2013 7:07:40 AM
Attachments: [TierII.PDF](#)

[Apologize David. Here you go.](#)

From: Lewellin, Jeff
Sent: Tuesday, April 23, 2013 1:08:28 PM
To: Hayes, Mark
Subject: Tier II

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